



Proposed Memorandum of Understanding

2014-2018

ECONOMICS

	July 2014 - June 2015	July 2015 - June 2016	July 2016 - June 2017	July 2017 - June 2018
COLA (8.2%) over term of MOU	No increase	No increase	4% effective July 3, 2016	2% effective July 9, 2017 2% effective January 7, 2018
"Me Too" Clause	Any sworn bargaining unit that receives a total compensation increase, surpassing those delineated here, at any time during the duration of this MOU, shall receive the equivalent total compensation increase.	Remains	Remains	Remains
Overtime	Minimum of \$70 million	City to budget a minimum of \$80 million	City to budget a minimum of \$90 million	City to budget a minimum of \$100 million
CTO optional buy down (overtime bank)	City to provide a \$5 million bank buy down (up to \$2,000 per person), first come, first serve starting August 2015	City maintains option to buy down	City maintains option to buy down	City maintains option to buy down
City-paid Health Subsidy	Set at \$1,169.24	Increased to \$1230 per month	Increase to \$1290 per month	Increase to \$1350 per month
City-paid Dental Subsidy	Remains \$76 per month	LAPRA Blue Cross dental increases from \$73 to \$76 subsidy, Delta Dental remains the same at \$76	Increases to \$78 per month	Increases to \$80 per month
MOU Holidays	1) Compensated in cash or time at employee's discretion (half the hours worked at straight time) 2) Additional MOU holiday added - Veterans Day	Remains	Remains	Remains
Uniform Allowance	Increased to \$1,525; paid in July 2015	Remains \$1,525	Remains \$1,525	Remains \$1,525
Excess Sick Time	Cash pay down of excess sick time over 800 hrs.	Remains	Remains	Remains
Accrual of Overtime (Banks)	Employee discretion for cash or time up to an annual bank of 150 hours (then cash as long as funded). Bank is set aside and reset to zero each July 1st.	Remains	Remains	Remains
Vacation Time Banks	Employees may bank up to (3) three years of vacation time.	Remains	Remains	Remains
Education/Training Fund	City payment remains \$100,000	City payment increases to \$300,000	City payment remains \$300,000	City payment remains \$300,000
In-the-line of duty Death Benefit (Funeral Costs)	City increased funding for funeral services and related costs from \$15,000 to \$30,000	City funding remains at \$30,000	Remains	Remains
Bonuses	All bonuses maintained at current levels	All bonuses maintained at current levels	All bonuses maintained at current levels	All bonuses maintained at current levels

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IOD Medical Exams (off duty)	Increase from 2 to 4 hours (straight time)	Remains	Remains	Remains
Show-up/No work	Increase from 2 to 4 hours (straight time)	Remains	Remains	Remains
No Code 7 Deduct for Court	No Deduct for Code 7 while in court during off duty hours	Remains	Remains	Remains
Stand by Time	Overtime begins when call out notification is received.	Remains	Remains	Remains
Temporary Higher Level Position	Employee working out of classification for 28 days or more will be automatically compensated at the higher rate of pay (previously required 56 days and only effective if employee submitted formal request).	Remains	Remains	Remains
Employee Furloughs	City and Department have no authority to furlough officers	Remains	Remains	Remains
Special Event Start of Watch	Start of watch begins at time equipment is picked up at division/area of assignment.	Remains	Remains	Remains

NON-ECONOMICS

Employee Assistance Program (Managed Health Network)	Increased City contribution from \$717,000 to \$840,000; new program "Save a Warrior" program	City payment remains \$840,000	City payment remains \$840,000	City payment remains \$840,000
Letters of Intent	Sick letter Leave Policies and Guidelines for Sick Letter Issuance; Physical Fitness Incentive; Automatic Enrollment into Deferred Compensation for New Employees; Discipline Issues; Honor Guard Uniform and Equipment Funding.	N/A	N/A	N/A
Employee Travel - Overnight Accomodations	Employee traveling for investigation or training requiring overnight stay shall receive single occupancy accomodations.	Remains	Remains	Remains
Night Detectives	Detectives cannot be loaned to another watch for more than 2 DPs unless mutually agreed upon.	Remains	Remains	Remains

END